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Arkansas Library Association

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Arkansas Library Association, 2016



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Arkansas Libraries

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FROM THE ARLA PRESIDENT: ArLA Annual President's Report

by *Judy Calhoun*

ArLA President

It takes many dedicated people to build a great organization and to restore one. Our association was facing many crises this year. A report from the internal audit committee showed that we have been struggling for some time to cover our expenses. Last year resulted in what was called “the perfect storm”. Competition from other conferences, overspending, and communication breakdown all led to a devastating financial outcome. The constitution committee worked diligently to make recommendations that would protect ArLA finances in the future, provide stronger governance to elected board members, and stipulate consequences to those who endanger the integrity and finances of the organization. We invited the membership to step up and help make a difference in the organization and the response was astounding! Members renewed their memberships, volunteered to serve on committees and stepped up to help with conference.



Calhoun

We made accomplishments in several areas this year:

- ❖ Moved to paperless board meetings by using Dropbox
- ❖ Met virtual through google hangouts
- ❖ Completed an internal audit of finances
- ❖ Appointed an Ad Hoc committee for LEAF
- ❖ Secured donations for scholarship, conference and National Library Legislative Day
- ❖ Moved to Electronic voting through Survey Monkey
- ❖ Created new Logo for the Association
- ❖ Streamed-lined the Constitution & By-laws into a single unified document
- ❖ Commenced work on revising the Policy Manual

It has been an honor and a privilege to serve

as your president this year. Are there things I wish we could have done better? Of course. However I believe the Board and I worked very hard to make improvements to protect and strength the organization. I believe we exercised due diligence to each effort of change and hopefully our organization will continue to grow. Powered by change. Our organization is very diverse, but it is our differences that makes us stronger. It allows the variety of our talents to come together for the benefit of all libraries and librarians. Let's keep going.

Judy Calhoun, the President of the Arkansas Library Association, is Regional Director of Southeast Arkansas Regional Library.



Photo submitted by Pulaski County Special School District.

FROM THE EDITOR: Diversity and Advocacy

by *Britt Anne Murphy*

Library Director, Hendrix College

The outcome of presidential election in November has been upsetting for many librarians who worry that the diverse communities they serve will be targeted by those who would rather not support the essential Constitutional rights libraries espouse on a daily basis: free access, intellectual freedom, privacy, and confidentiality.



Murphy

At the ArLA Conference, American Library Association President Julie Todaro spoke quite calmly and professionally about the election of Donald Trump, which had happened just days before. After an ArLA board member expressed concerns in the board meeting, Julie encouraged ArLA to adopt a diversity statement and put the principles we stand for out front and center. In the ensuing days Todaro herself upset the ALA community with confusing statements that indicated a “normalizing” of the incoming administration. Todaro quickly released a statement apologizing for the botched press release, reassuring librarians that, “We have a great deal of work ahead of us as we work to abolish intolerance and cultural invisibility, and stand up for all the members of our communities, as we promote understanding and inclusion through our efforts. We believe that we all must work so that our voices are heard at the federal, state, and local government

levels, and so we can continue to advance the issues and core values that matter to our members.”

In America, libraries are institutions that are charged with protecting all voices in our communities, whether that be a transgendered youth, an undocumented college student, a prisoner accessing legal information, or a child just entering the world of literacy. Our varied libraries are bound by the ethics of our profession and the U.S. Constitution to serve all those, rich or poor, black or white, Democrat or Republican, who live in our communities. Like it or not, we are the safe spaces for society, and the election doesn’t change that a bit – we will continue doing what we do best no matter who holds office, but our advocacy efforts need to become stronger and more effective...it might take more energy to give voice to the voiceless in the coming days.

This issue of *Arkansas Libraries* highlights many issues of diversity and advocacy: we hear from our Emerging Leader and youth initiatives; AAPL encourages us to unify our voices; we learn how stratification affects libraries; ALA representation at ArLA’s conference reflects how we can advocate for libraries in a time of changing administrations and political priorities. We also celebrate ourselves in this issue with a report on those who received awards and scholarships in Little Rock at ArLA’s November conference. We say goodbye and thanks to Judy Calhoun for her steady and inspiring leadership over the last year, and welcome a few new faces to ArLA under newly enacted Bylaws.

Britt Anne Murphy, the Managing Editor of Arkansas Libraries, is the Director of the Olin C. Bailey Library at Hendrix College.

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ALA Highlights the Power of Change and Importance of Advocacy

by Hadi Dudley

Library Director

Bentonville Public Library

The American Library Association (ALA) was well-represented at the 2016 Arkansas Library Association (ArLA) Annual Conference in Little Rock on November 13-15, 2016. Founded in 1876, ALA is the oldest and largest library association in the world. As the national organization serving our profession, its leadership, support, and resources are valuable to our chapter.



Dudley

The 2016 Arkansas Library Association President Judy Calhoun's conference theme, "Powered by Change," was extremely relevant and uniquely profound because the United States Presidential election had occurred four short days prior to



ALA's *Libraries Transform* campaign features "Because" statements that demonstrate the value of libraries' impact on communities. *Graphic used with permission from the American Library Association.*

our library gathering in Little Rock. The process and emotions that accompany change – and the anticipation of change – appeared to be on many people's minds throughout the conference.

Julie Todaro, 2016-2017 American Library Association President, stopped by the ArLA Executive Board meeting Sunday morning, November 13. Todaro has worked in all types of libraries and is the first community college library professional to be elected ALA President. She brings a strong focus on leadership, management, and valuing library workers. During the ArLA board meeting, she discussed how ALA had already participated in meetings with federal decision makers to discuss library issues. Additionally, Todaro highlighted the importance of reaffirming our professional values of diversity, equity, and inclusion.

ALA President Todaro provided the ArLA board with an overview of her presidential initiatives. The *45-115 Federal Initiative* is designed to "promote the capacity of libraries to advance our nation's goals to leading federal policymakers" and was named for the 45th U.S. President and 115th Congress (*ALA News*, 10/04/2016). In addition to federal advocacy work, this bipartisan effort will build on ALA's *Libraries Transform* campaign. Todaro also touched on the importance of book clubs for building a community of literacy. Special thanks to Todaro for visiting with the ArLA Executive Board; it was a lovely opportunity for our chapter to connect with ALA leadership.

Marci Merola, Director of the ALA Office for Library Advocacy (OLA), was ArLA's opening conference speaker Sunday afternoon, November 13. In her position with ALA, she is a knowledgeable



Fill in the blank! ALA highlights the expertise of library staff with "I'm an expert in _____" name badges. *Graphic used with permission from the American Library Association.*

advisor on all-things advocacy and shared various ways ALA can support our chapter's advocacy efforts. During her presentation, "Powered by Change, Powered by Advocacy," she touched on the use of "Engage." This online tool fosters communication from the library community to elected officials; it recently was used by ArLA members to request advocacy for state aid to public libraries.

Merola provided details about the Office for Library Advocacy. OLA was established in 2007 with an "external focus on state and local efforts" and an "internal focus on 'unifying' advocacy efforts across the association." To formalize its strategic emphasis on the subject, ALA developed an "Advocacy Implementation Plan" for membership.

Among the comprehensive list of goals for ALA's Advocacy Implementation Plan is realizing that "across a diverse library community, there is a shared focus and common understanding of advocacy and a sustained commitment to work collaboratively to reach common advocacy goals." Strategies to implement the plan include developing a "sustained national public awareness and advocacy campaign to increase value, impact, and services," plus



ArLA's Opening Session features Advocacy [left to right]: Hadi Dudley, Marci Merola (ALA OLA Director), Heather Hays, and Donna McDonald. *Photo by Carolyn Ashcraft.*

identifying best practices and providing resources and training for ALA members.

Additionally, Merola discussed the concept of change and transformation – in our society and how our libraries reflect and embrace national trends. She highlighted *United for Libraries, I Love Libraries* and *Advocacy Bootcamp*. *Advocacy Bootcamp* consists of four key principles:

1. Libraries transform lives.
2. Libraries transform communities.
3. Librarians are devoted to lifelong learning.
4. Libraries of all types are a smart investment.

The advocacy approach for these principles consists of listening, focusing on the role of the librarians and library staff and empowering a network of library friends. Merola discussed *Libraries Transform* statements and described success stories for the campaign. This multi-year effort is a way to create a larger community of support for libraries as ALA looks ahead to the future of libraries.

Merola talked about how the Center for the Future of Libraries is working hard to "help the library community scan the environment and identify areas of change," i.e. trends, in order to determine why trends matter for libraries, and ways libraries can be proactive and responsive (versus reactive and stagnant). Merola recommended subscribing



Visiting with the ALA President [left to right]: Sarah Gowdy, Sue Pekel, Julie Todaro (2016-2017 ALA President), Hadi Dudley, Courtney Fitzgerald, and Heather Hays. *Photo by Donna McDonald.*

to the Center’s weekly e-newsletter entitled “Read for Later” that focuses on national trends affecting libraries.

Merola’s presentation was a thorough overview of ALA’s focus on advocacy and how the organization is striving to meet members’ needs in this area. She demonstrated good understanding of Arkansas’ recent funding challenges for public libraries and touched on the need to support school libraries, highlighting Every Student Succeeds Act (ESSA). Merola’s session was a relevant and positive session to kick-off ArLA’s annual conference!

ALA President Todaro was ArLA’s closing conference speaker on Tuesday, November 15. In her leadership role with ALA, she is a public spokesperson for libraries of all types. Her presentation began with a focus on “The Power of Changing the Conversation: Values, Words, and Deeds.”

To set the stage for her conversation with ArLA members, she inquired about the nature of change and focused on how we should respond and what is available to help us transform. She noted, “as things change, we must separate our feelings and opinions from our professional opinion.” Her recommendation for responding to change is to “act proactively, but if you must act reactively – be quick but data-driven.”

Todaro outlined several tools to foster positive change in the library profession. She discussed the *Libraries Transform* initiative “because transformation is essential to the communities we serve.” She provided real-world implementation examples from Austin Community College Library and other libraries that have used the campaign. She emphasized that the *Libraries Transform* toolkit includes customizable graphics, so advocates can create their own materials without the need to purchase items from the ALA Store.

Additionally, Todaro focused on the expansion of the *Libraries Transform* campaign in key areas: more “because” statements have been developed; a collection of stories to support the Center for the Future of Libraries; more information and success stories of transformation. Todaro specifically discussed the value of library staff (“us”) and how we can articulate the unique skills, abilities, and expertise that we provide to our “constituents.” She featured a new ALA nametag that highlights staff skills with a “I’m an expert in _____” statement. Todaro discussed how our work impacts people’s lives, as well as the need for 21st century job descriptions, titles, and competencies in librarianship.

Because Todaro supports advocacy that is data-driven, she shared various resources with the ArLA group including Advocacy University, ALA Toolkits, ALA Research & Statistics, and PLA’s Project Outcome. Todaro highlighted her own library’s extensive research guides that promote the value of all library types; the Austin Community College Library’s “Libguides” are accessible online at researchguides.austincc.edu/value. She also touched on Library Research Service, Pew Research Center, OCLC Reports, and Webjunction for statistics, reports, and training that support advocacy efforts.

Todaro’s presentation was rich with resources, examples, and relevancy. She offered a complete understanding for addressing change, unifying our profession, partnering with stakeholders, focusing on data-driven messages, and emphasizing the value of libraries and library workers. ALA President Todaro’s session was an excellent conclusion to ArLA’s annual conference!

The American Library Association was also represented through sponsorship of a vendor booth. Thanks to our esteemed ALA Chapter Councilor, Lacy Wolfe, the exhibit featured advocacy resources, membership information, and marketing materials for ArLA members. Questions about ALA may be directed to Wolfe at wolfel@hsu.edu.

ALA Resources

- **Advocacy Bootcamp** ala.org/advocacy/advocacy-bootcamp
- **Advocacy University** ala.org/advocacy/advocacy-university
- **ALA Toolkits** ala.org/offices/ala-toolkits
- **ALA Research & Statistics** ala.org/research
- **Center for the Future of Libraries** ala.org/transforminglibraries/future
- **I Love Libraries** lovelibraries.org
- **Legislative Action Center** cqrcengage.com/ala
- **Libraries Transform** lovelibraries.org/librariestransform
- **PLA Project Outcome** projectoutcome.org
- **School Libraries (ESSA)** essa.aasl.org/advocacy
- **United for Libraries** ala.org/united

Hadi Dudley, Library Director at Bentonville Public Library, is the ArLA Legislative Committee Chair.

MAKING THE MOST OF TECHNOLOGY Technology Training Resources

by Carol Coffey,

Central Arkansas Library System

I don't know about you, but I'm a big fan of the Pew Research Center. Their reports on libraries and technology make for some of the most interesting and useful professional reading I do.

In particular, Pew's *Libraries 2016* report (<http://www.pewinternet.org/2016/09/09/libraries-2016/>) told me a lot about what people around the country think about libraries, and what they think libraries should do. I'm sure it won't surprise you to learn that people have a lot of expectations for their libraries, and those expectations may sometimes be at odds. We see that every day, right? In this latest report, however, there is a remarkable level of agreement among survey respondents on a couple of technology-related expectations. Approximately 80% of respondents believe that libraries should help their patrons learn how to use digital tools such as computers, smartphones, and apps. About 50% believe libraries should purchase 3-D printers and other digital tools for patrons to learn about and use. Visit the website for more information from the report and for links to other reports on libraries and technology.

So how do we meet those expectations? The overly simplistic answer is to buy the devices or tools and start teaching classes or helping patrons one-on-one. Obviously that is easier said than done. Mobile devices, computers, and other digital tools cost money that we don't always have on hand. The cost of giving staff members the time to learn how to use the tools themselves can also be high. It's tempting to think that we don't need to allow for learning time since so many people already use their own devices, but we can't make assumptions about the level of tech knowledge among our staff members any more than we can assume our patrons already know how to use these tools. We must be careful not to expect that our staff members who know how to use the tools also know how to teach someone else to use them. Fortunately, there are resources to help with access to devices as well as training on how to use them and how to teach others to use them.

I've written about TechSoup (www.techsoup.org) before. TechSoup is a nonprofit organization that helps other nonprofit organizations acquire and use technology to serve their patrons and constituents. Although libraries are not the sole

focus of their work, libraries, especially small, poorly funded ones, have benefited greatly from their help and resources. Frequently, libraries can receive donated technology for the cost of a small administrative fee. If you're interested in learning more about TechSoup's technology donation program, visit www.techsoup.org/libraries and click on Get Products and Services.

Perhaps you are more interested in learning how to use technology or in helping your staff learn how to teach your patrons. TechSoup can help you out. At www.techsoupforlibraries.org you'll find links to upcoming webinars as well as archived webinars on topics such as teaching digital skills to older adults and technology training for library staff. Most of these webinars are about an hour long. If your library offers any kind of self-directed learning, TechSoup provides many wonderful resources for your staff. Directors and administrators will find a lot to love there as well, with webinars on topics such as grant seeking and social media.

WebJunction (www.webjunction.org) is another great resource for learning. At <http://www.webjunction.org/explore-topics/patron-training.html> you'll find links to archived and upcoming webinars on teaching patrons to use technology. Some of the webinar titles I saw when I visited the site on November 1, 2016, included:

- *Coding for Everyone: How Your Library Can Help Anyone Learn to Code*
- *So Many Devices So Little Time*
- *Top Ten Skills for Teaching Tech to Patrons*

WebJunction's page on creating and delivering training at <http://www.webjunction.org/explore-topics/create-deliver-training.html> offers webinars with such titles as:

- *Finding and Training Volunteer Technology Instructors*
- *Support Patron Learning in Small Spaces with Small Budgets*

You'll also find links to online training resources to help you take your training programs even further.

I hope you find these resources useful to you as you work with your staff to help them learn and train your patrons. What other resources do you find helpful? Email me at ccoffey@cals.org to tell me about them.

Carol Coffey is the Head of Library Resources and Digital Services for Central Arkansas Library System.

AAPL Advocacy

by Jay Carter

AAPL President

Over the past few years, I have been urging everyone to maintain contact with their local representatives and legislators, especially after we all took a \$1 million state aid cut two years ago. Through your efforts, and through AAPL's lobbyist Tim Summers, we were able to restore those monies this year, but we have yet to receive full restoration of funding in arrears. AAPL is focusing its efforts on that restoration right now.

With the turbulent presidential campaign we've all just gone through, a lot of questions have surfaced over how federal and state library aid may be in jeopardy of further cuts or worse. This is why now, more than ever, we all must advocate the importance of library funding and why libraries are now even more important to our communities. Crazy times are upon us, as is evident in Randolph County's recent struggle over a ballot initiative to reduce their millage rate. If this measure would have passed, it could have had dire consequences for libraries across



Carter

the state, especially in rural areas. We must remain vigilant and come to the aid of other libraries who may encounter issues of this type in the future.

AAPL is poised and ready to provide assistance, but we can't do it without your support. January marks the beginning of our annual membership drive, and I urge every library system and individual librarian to renew their AAPL membership, or if you are not a member, consider joining today. I also urge you consider joining with a personal membership. If we could get every library to join, we would have the funding we need to keep Tim as our lobbyist for the foreseeable future. Right now all we can hope for is to retain him for the upcoming year. Now, more than ever, Arkansas needs a lobbyist looking out for all libraries in the state, and we at AAPL are determined to ensure that we do just that.

AAPL is planning legislative events for the upcoming year, the first of which is a Library Legislative Day at the State Capitol. This will provide an opportunity for libraries all across the state to meet with our current legislators to tell them their individual stories, and why the library is important in their community. Library Legislative Day is scheduled for Wednesday, February 8, at the state capitol. More information will be available shortly. As I've been urging for years, please contact and maintain a relationship with your legislators. Let them know your stories and the importance and relevance of your library. If we all make a concerted effort, together we can make a stand to ensure that Arkansas libraries are adequately funded for the future.

Let's all make a commitment this year to take a stand for the future of Arkansas Libraries!

Founded in 2002, AAPL began as a collaborative group of Arkansas Public Library Directors. Since then it has grown to include anyone who wishes to work toward moving Arkansas Public Libraries forward through budget and policy referendums, networking, and education. Individual memberships for AAPL are \$20.00, and library memberships are the service population x .005 per capita. For more information about AAPL, or for a membership form, contact me at: jay.carter@conwaycountylibrary.org. A membership form can also be found on the next page.



Rudolph and Frosty. Display and photo by Kristie Moore, Arkansas Tech University-Ozark Campus Library.

Jay Carter is Library Director at Conway County Public Library in Morrilton.

DATE: _____



Name: _____

I prefer to be contacted about AAPL information, meetings, and events via (please select one):

Email _____

Phone _____

Annual Institutional Dues

Population of the area your library serves _____ X 0.005 per capita=

\$ _____

Library Name: _____

Address: _____

Phone: _____

Annual Individual Dues

Name: _____

\$20.00

Library Name (system and branch): _____

I do not work in a library (please tell us your current work status or employer and why you are interested in libraries on the back of this form)

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Precarity, Marginalization and Sharing Economies: the Role of Library Services within Social Stratification

by *Matthew Windsor*

*Associate Professor & Head of Collection Management
University of Arkansas for Medical Sciences Library*

What role does political polarization and economic stratification play in prioritizing and modifying library resources and services? ALA President Julie Todaro approached the recent election by offering “to work with President-elect Trump, his transition team, incoming administration and members of Congress to bring more economic opportunity to all Americans and advance other goals we have in common.” This press release followed by an immediate outcry from ALA members throughout the country was a clear sign that librarians, like the rest of the nation, are still grappling with political, social, and economic problems. It is only after we take a long, honest look at the source of these problems that we can come together with a vision for future library resources and services.

Where do we start to unravel the role of a post-Fordism library? Why were libraries created, what social and economic purpose did they serve, and how has this changed over time? If we take a long, unromantic view of libraries throughout history we may begin to find our answer. Knowledge, as passed down in oral traditions was limited by memorization, geographical range, language barriers, and relevancy. While the process of knowledge creation was continuous, it was almost equally matched by destruction and loss. Written records overcame some of these limitations, providing additional scope, range, and lifespan of the shared knowledge and information.

As with any network, the value grows with the number of connections; thus the collection and exchange of written records created a system of knowledge that was best exploited by having as much material as possible. Waterways, roads, ports, rail stations, and knowledge: all of these are more valuable as each new connection is made. These connections underlie the curation, copy and trade of scrolls, books, logs, and ledgers. The value provided by these resources was held privately by the wealthy



Windsor

and collectively by scholars and clergy.

Libraries and literacy have traditionally been a class privilege. I feel this is a point that many modern librarians want to gloss over in our rose-tinted, revisionist history of our institution. The agrarian economy held little incentive and high barriers for the lower classes to participate in the consumption or creation of written information. Systems of industrial production changed the expectations of the lower classes. As the workforce required additional skill and knowledge, the class privilege of access to resources was diminished. Economic forces drove libraries into the public domain. This same industrial revolution fueled the production process of print resources to the point of market saturation.

Libraries faced a different challenge as the use value of mass collection peaked. Discovery, review, and curation held became the role of libraries in the print economy. The costs of printing, distribution, and royalties forced publishers to create economically viable products. The disruptive technology that changed this balance was the lower cost of publication and distribution of resources online. As librarians grappled with economic turbulence within the publishing world, the information market was flooded with global content producers. The economic forces that drove librarians and publishers to create and curate content to the point of economic equilibrium was replaced with a post-Fordism system of information exchange: small batch production of blogs, websites, videos of varying quality, specialized exchange of information and services and the commercialization of information on a micro level for both online and print.

Naomi Riley remarked in her recent *New York Post* opinion piece “[n]ow that we can buy cheap used books on Amazon, look at resources online through Google Books or other databases and access periodicals in the comfort of our own home, the role of librarians has shrunk considerably and many seem adrift.” What this short sighted observation lacked was any measure of intersectionality, particularly in regard to the 25 million households that lack internet access, as reported within the Census Bureau’s American Community Survey. Looking deeper into this issue we can also see the further disparity in access in rural areas, where the National

Telecommunications and Information Administration published a recent study that reaffirmed a six to nine percent gap from urban populations. This same study documents the increasing digital divide by income, race, and education. Many poor or minority populations hover at usage rates of 54 to 56%. What bears particular examination is the increasing percentage of mobile only internet access among the poor and disabled. Medium specificity for content on smaller devices restricts the type of information that can be retrieved and how it can be utilized. The barriers of in-depth reading, research, job searching, and printing have driven mobile only users to the local libraries in droves. All of this information is well known by public librarians within rural communities, particularly those serving low income and minority patrons. The lower class continues to face increasing barriers to the consumption and creation of knowledge, even as the educational, economic, and political systems become increasingly dependent on access to the internet.

The modern systems of economic production and consumption have not only changed the role of

libraries and librarians, but the needs of the patrons we serve. Librarians have a moral obligation to share our knowledge of information literacy to patrons who need help parsing healthcare decisions, veracity of news sources, educational resources and changing labor markets. Librarians need to be knowledgeable in the challenges of a society shifting from manufacturing and industry to service and information economies. These new jobs often shift the risks of employment to the individual, forcing workers to accept flexible, contingent, and intermittent work. These workers are often on a continual job search, facing a lack of security and higher informational needs to advance to predictable, higher paying employment. Our task as librarians has never been more demanding, and we too face precarity as we navigate budget cuts, reductions in staff, and general uncertainty regarding the future of libraries. I offer no easy solutions to these problems, but challenge librarians to begin the long, hard conversation that examines our ever evolving role in creating equal access to current, accurate and helpful information for all.

Arkansas State Archives Recognized for Website

by *Danyelle McNeill*

Digital Archivist

Arkansas State Archives

On November 10, the Arkansas State Archives was named to *Family Tree Magazine's* list of 75 Best State Websites for Genealogy in 2016. Each year, the magazine honors the best websites across the country specializing in genealogical research. This is the second time the State Archives has been honored with this designation. In 2011, it was named by *Family Tree Magazine* as one of the top 101 best genealogical websites in the U.S.

Criteria for chosen sites include providing a user-friendly website with a priority on digitized material. Diane Haddad, editor of *Family Tree Magazine* says, "We wanted each state to be represented with at least one website, so we had to be more selective for states with many online resources. We hope that readers will see the types of online resources available at the state level and go looking for more sites beyond what's on this list."

Dr. Lisa Speer, state historian and director of the Arkansas State Archives, commented on the selection, "We are excited that *Family Tree*

Magazine selected us to represent Arkansas archival repositories. The State Archives just brought up a new website in June of this year. We really focused on making the site more user friendly, with a high priority on featuring our digital collections and services for researchers. I am grateful to have this work recognized."

The Arkansas State Archives' web address is <http://www.ark-ives.com/>. The list of all 75 websites will appear in the December 2016 issue of *Family Tree Magazine* and can be viewed online at <http://www.familytreemagazine.com/article/75-best-state-genealogy-websites>.

The Arkansas State Archives is an agency under the Department of Arkansas Heritage and is responsible for collecting and maintaining the largest collection of historical materials on Arkansas in the world. The State Archives has two branch locations; the Northeast Arkansas Regional Archives is located in Powhatan and the Southwest Arkansas Regional Archives is located in Washington. Other agencies under the Department of Arkansas Heritage include the Arkansas Arts Council, the Arkansas Historic Preservation Program, the Delta Cultural Center in Helena, the Old State House Museum, the Arkansas Natural Heritage Commission, the Mosaic Templars Cultural Center, and the Historic Arkansas Museum.

WHAT'S UP? DOCS. Women in United States Government History by Karen Russ,

Government Documents Librarian, UALR

As I write this column, the nation is deciding on whether or not to put the first woman in the White House as President of the United States. By the time you receive it, we will be approaching Women's History Month, March 2017. Patrons will either be trying to find a woman to write about based on her historic value or trying to determine what a particular woman did to mark her place in United States history. Let's see if you can do the latter.



Russ

Government Information @your library™

Below is a list of female firsts in American history followed by their accomplishments or titles. How many can you connect?

- 1) E. F Sawyer
 - 2) Peggy Whitson
 - 3) Mary McGrory
 - 4) Margaret (Molly) Corbin
 - 5) Sandra Day O'Connor
 - 6) Genevieve Rose Cline
 - 7) Frances Perkins
 - 8) Victoria Woodhull
 - 9) Dr. Antonia Novello
 - 10) Madeleine K. Albright
 - 11) Anne Rainsford French Bush
 - 12) Maria Andreu
 - 13) Ileana RosLehtinen
 - 14) Jeannette Rankin
 - 15) Juanita Kreps
 - 16) Maria Mitchell
 - 17) Rebecca Felton
 - 18) Amelia Earhart
 - 19) Anne Newport Royall
 - 20) Hattie Wyatt Caraway
- A) First woman named to the federal bench. In 1928, President Calvin Coolidge appointed her to the U.S. Customs Court.
- B) First woman to receive a license to drive a car, obtained a "steam engineer's license," which entitled her to operate a "four-wheeled vehicle

- powered by steam or gas."
- C) First American female telegraph operator.
- D) First woman member of the American Academy of Arts and Sciences in 1848 and of the American Association for the Advancement of Science in 1850.
- E) As the Keeper of the St. Augustine Lighthouse in Florida, she was the first Hispanic-American woman to serve in the Coast Guard.
- F) First woman to serve in Congress.
- G) First woman to serve as Surgeon General of the United States, appointed by President George Bush.
- H) First woman to command the International Space Station in April 2008.
- I) First woman elected to the United States Senate.
- J) First woman appointed to the United States Supreme Court.
- K) First woman to serve in the United States Senate.
- L) First woman to receive a military pension in the United States. Granted for her heroism during the Revolutionary War.
- M) Considered "The first American newspaper woman," a travel correspondent and Washington editor for the paper.
- N) First woman to win a Pulitzer for commentary for her series of columns about the Watergate scandal.
- O) First woman to serve as Secretary of State.
- P) First woman passenger to cross the Atlantic Ocean in a plane.
- Q) First Hispanic-American woman elected to Congress. Won a seat in the House in 1989.
- R) First woman Cabinet member. Appointed as Secretary of Labor by Franklin D. Roosevelt
- S) First woman to serve as the Secretary of Commerce.
- T) First woman to address a congressional committee, in 1871.

This column usually focuses on one topic searching a variety of government websites. The United States government offers so many websites that any trivia buff could get lost for hours.

This time, I have taken a slightly different approach. I have searched one website for a variety of topics. And it was not Google! In addition, I only used one search phrase to get all my information.

See page 25 for all the answers, including the website I used, and my search strategy.

Karen Russ is the Research and Community Engagement Librarian at Ottenheimer Library at the University of Arkansas in Little Rock.

We Love School Librarian Jamille Rogers

The American Library Association recently named Marguerite Vann Elementary School Media Specialist Jamille Rogers a winner of the I Love My Librarian Award. Rogers was one of only ten librarians across the country this year to receive the national honor. The award has been in existence since 2008, but this is the first time an Arkansas librarian has received the award. The recipients were invited to New York City to receive a \$5,000 prize during an award ceremony held on November 30. The 2016 I Love My Librarian Award recipients include three academic librarians, four public librarians, and three school librarians.



Rogers

The American Library Association said in a

news release that Rogers was selected for the award for providing programs and services at the school, such as the Distinguished Gentleman's Club and the Arkansas Foster Grandparent Program, that focus on underserved students in the community. The Association, which received more than 1,000 nominations from across the country, looked for media centers that were innovative and also have a connection to the community. Rogers' principal, Bobby Walker, nominated her without her knowledge.

Rogers said she and the Conway school qualified because of the work they have done to explore different options for the library. She said one of those concepts is project-based learning, which includes a technology lab equipped with iPads, where students can work with their hands to build and create things, and other materials where students can bring lessons to life.

TRAINING: TIPS, TOPICS AND TECHNIQUES

Emotional Intelligence and Library Management

by Sarah Sewell, Central Arkansas Library System

As library staffers, we're inarguably in the people business. Whether one is primarily a front-line staffer working with the public on a daily basis, or whether one is primarily behind-the-scenes in the workplace, we all interact with people in some manner.

Developing the "soft skills" essential to working with and effectively leading others is a very different animal than training someone to perform a step-by-step task. This is why we included a component on Emotional Intelligence and Emotional Leadership in a recent staff management training session at my library system.

Emotional Intelligence (EI) involves several factors, such as having and displaying empathy, managing one's interpersonal relationships, and understanding and managing one's own emotions. All of these concepts are intertwined with things we do all the time: communicating, dealing with change and helping others deal with change, and handling conflict. Emotional leadership, or effectively rallying one's team to work together, goes hand in hand with EI. Getting better with any of these soft skills isn't exactly a "1, 2, 3" process, to say the least, but is rather an ongoing process of self-awareness and old-

fashioned trial and error.

A lot has been written on EI and Emotional Leadership, some from a library perspective.

Examples of print book titles include:

- *The Challenge of Library Management: Leading with Emotional Engagement*, by Wyoma VanDuinkerken (American Library Association, 2011)
- *Emotional Intelligence*, by Daniel Goleman (Bantam Books, 1995, reprinted 2005)
- *Emotional Intelligence at Work*, by Hendrie Weisinger (Jossey-Bass, 1998)
- *The AMA Handbook of Leadership*, edited by Marshall Goldsmith, John Baldoni, and Sarah McArthur (American Management Association, 2010)
- *Quick Emotional Intelligence Activities for Busy Managers*, by Adele Lynn (American Management Association, 2007)

And, luckily, many full-text journal articles on these topics are available through ProQuest Central, a resource included in the Arkansas Traveler Database Portal:

- Porter, Brandi. "Managing with Emotional Intelligence." *Library Leadership & Management (Online)*, vol. 24, no. 4, 2010., pp. 199-201.
- Schachter, Debbie, M.L.S., M.B.A. "Developing and Applying Emotional Intelligence." *Information Outlook*, vol. 13, no. 5, 2009., pp. 49-50.

- Haycock, Ken. “Exemplary Public Library Branch Managers: Their Characteristics and Effectiveness.” *Library Management*, vol. 32, no. 4, 2011., pp. 266-278.
- Promis, Patricia. “Are Employers Asking for the Right Competencies? A Case for Emotional Intelligence.” *Library Administration & Management*, vol. 22, no. 1, 2008., pp. 24.

WebJunction (<http://www.webjunction.org/>) is also an excellent resource, offering library support materials on communication, change and adaptability, staff management, organizational

management, and many other topics.

If you have discovered a useful print or online professional development resource on Emotional Intelligence, Emotional Leadership, or a related topic, I’d love to hear about it. Thank you!

Sarah Sewell is Staff Development Coordinator at Central Arkansas Library System. Reach her at ssewell@cals.org or 501.918.3026.

ArLA 2016 Conference: Powered by Change

*by Shawn Manis
Conference Chair*

The Power of Change was ever-present at the ArLA 2016 Conference. The shades of steampunk and moving gears was very appropriate as libraries of all types need every piece of the machine to keep moving ahead, and get better as they move forward. In the face of the financial difficulties ArLA has been facing, change was definitely needed, and the power of the organization’s members was critical to making the conference a success. With over 200 hundred people in attendance and over 40 vendors, it was definitely a positive and busy four days.

The conference was held November 13-15 with a pre-conference preceding on November 12. Our pre-conference, *Libraries as Safe Spaces: Violence Avoidance and Awareness*, was organized by Rebecka Virden and focused on ways of being proactive in keeping your library safe and reactive for when something does happen. This year’s conference had a great line-up of sessions that offered something for everyone. We had several sessions had standing room only. *Library Spaces for the LGBTQ Community*, *Macroaggressions at the Library*, and *The Terrified Librarian’s Guide to Adult Programming* were just a few of these with over 30 people in attendance. In between sessions there were plenty of vendors to stop by and talk to. The vendor



A span of the new Broadway Bridge was put into place as the Conference ended.

layout led to some great face time opportunities for the attendees to see what vendors had to offer. A chocolate break and Reference USA-sponsored breakfast helped to provide extra opportunities for vendors to meet with attendees and present their newest products and services.

This conference offered three great keynote speakers: Marci Merola, Marilyn Johnson, and ALA President Dr. Julie Todaro. Marci Merola, Director for ALA Office Library Advocacy, spoke about commonalities among librarians and how they outweigh the differences. She also spoke a little about the potential impact on libraries from the incoming Trump Administration. Ms. Merola also touched on ALA's new initiative, *Libraries Transform*, and how libraries are meeting new and greater needs beyond just checking books out. Marilyn Johnson, author of *This Book is Overdue! How Librarians and Cybrarians Can save Us All*, spoke to us about not only how important librarians have been for researching her books, but how they impact everyone from young and old. Ms. Johnson credited librarians as vital conduits for information that patrons are looking for as well as showing them resources that they were not aware of, all the while bridging old technologies with new. Dr. Julie Todaro, ALA president, spoke further about the government's role in libraries and highlighted the 45-115 Federal Initiative which seeks to make libraries more prominent in the national agenda with the 45th President and the 115th Congress. Dr. Todaro said that ALA reached out to both presidential candidates in a willingness to work with either administration



Conference photographer, Brett Williams, takes a break to give Banjo the Therapy Dog a belly rub. ArLA is very grateful to Brett for his dedication to preserving the Conference in pictures.

to ensure that libraries stayed ever present in the not only the minds of the people they directly serve but to our nation's political leaders.

Rounding out conference news is the election of new officers. Dean Covington, Director at UCA's Torreyson Library in Conway, was elected to President-Elect and Lynn Valetutti, Arkansas State Library, was elected Secretary. Congratulations to them both! In addition, the changes to the ArLA Constitution and Bylaws passed, and so now the Association can begin work under our new Bylaws. The basket auction took \$1450.50 from 41 donated baskets – an impressive amount that will benefit the Library and Education Fund (LEAF). All in all this was a great conference. The sessions were timely and relevant, the speakers were engaging, and we saw lots of new and exciting things from the vendors. It was great turnout and for me signaled that ArLA was well on its way to regaining its footing. I am already looking forward to next year's conference September 24-26 in Rogers.

Shawn Manis is the Operations Manager at Ottenheimer Library at the University of Arkansas at Little Rock.



The Arkansas Library Association 2016 Award Winners

by Amber Gregory

Awards Chair

Each year the Arkansas Library Association presents awards to recognize outstanding achievements in the library field. ArLA presented these awards at the Awards Dinner held on November 13, 2016 at the Little Rock Marriott as part of the annual conference. The 2016 award winners and a description of the awards follow.

LaNell Compton Award

The LaNell Compton Award is presented in even years to the author of the best contribution to library literature published in *Arkansas Libraries*. Sue Ann Pekel won the honor this year for her article *A Texas Treasure for Children's Lit Lovers* published in the Spring/Summer 2016 issue of *Arkansas Libraries*. The article details a visit to the National Center for Children's Illustrated Literature in Abilene, Texas. Sue Ann Pekel is the Children's Librarian at the Bentonville Public Library in Bentonville, AR.



Sue Ann Pekel (left) and Britt Anne Murphy

Ann Lightsey Children's Librarian Award

The Ann Lightsey Children's Librarian Award is presented to an individual who has contributed to the improvement of children's library service both in the library via programming and at the state level by conducting peer training at regional and state conferences. This year the Ann Lightsey Children's Librarian Award was given to Lisa Donovan, System Youth Services Coordinator at the Central Arkansas Library System in Little Rock, AR.

Distinguished Service Award

The Distinguished Service Award is given to recognize a librarian currently employed in a library for distinguished service and outstanding achievement in the profession. This year Donna McDonald, Regional Director of the Arkansas River Valley Regional Library System in Dardanelle, AR was recognized for her notable service to the library profession.



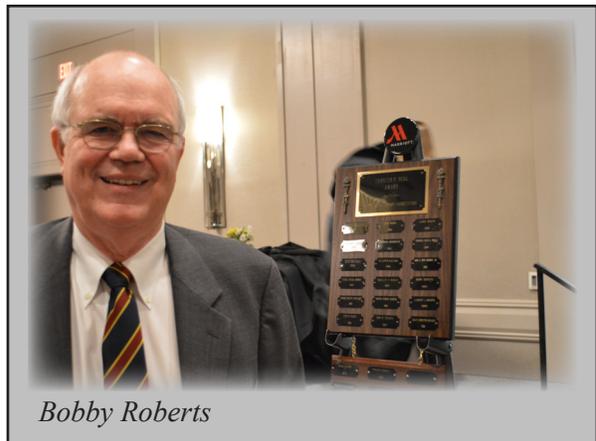
Donna McDonald

Frances P. Neal Award

The Frances P. Neal Award is given to a recently retired librarian to recognize a career of noteworthy



Lisa Donovan



Bobby Roberts

service in librarianship within the state of Arkansas. Bobby Roberts was presented with the Frances P. Neal Award for his service and achievements during his nearly 27 year career as Library Director for the Central Arkansas Library System headquartered in Little Rock, AR.

Lorrie Shuff Paraprofessional Award

The Lorrie Shuff Paraprofessional Award is presented to recognize distinguished paraprofessional library service in Arkansas libraries. This year the Lorrie Shuff Paraprofessional Award was presented to Lisa Holiman, Branch Manager of the Saline County Mabel Boswell Memorial Library in Bryant, AR.



Lisa Holiman

Suzanne Spurrier Academic Librarian Award

The Suzanne Spurrier Academic Librarian Award recognizes an academic librarian who exemplifies a spirit of outstanding service and dedicated professionalism to all library patrons; an attitude of devotion to the library professional and fellow colleagues; and consistent activity in state, regional and national associations. This year Rebecka Virden, Library Director of Gordon Library, University of Arkansas Community College at Morrilton was recognized with the award.



Rebecka Virden

President's Award

The President's Award was established in 1993 to recognize a person who has provided extensive assistance to the President or the Association during the Association year. The President may or not make an award, and the decision rests with the President. This year, Judy Calhoun chose to recognize Ron Russ for his service as ArLA webmaster during a time when the ArLA website was hacked by members of ISIS. Ron Russ has served the Association previously as ALA Counsilor and works as Electronic and Public Services Librarian at Arkansas State University in Beebe.



Ron Russ

Amber Gregory is the Coordinator of E-Rate Services at the Arkansas State Library in Little Rock.



ALA President Dr. Julie Todaro at the ArLA Conference.

2016 Scholarship Recipients

by *Debbie Hall*

Scholarships Chair

The recipients of the Arkansas Library Association Annual Scholarship and the Shirley Fetherolf School Library Media Specialist Scholarship were announced at the ArLA Conference Awards Banquet November 13, 2016. The following information was taken from the recipients' scholarship applications.

Courtney Fitzgerald received the Arkansas Library Association Annual Scholarship. Courtney works at the Bentonville Public Library and is pursuing her MLIS from the University of North Texas. Courtney comes to the library field from the finance and business administration profession. She needed to redefine how she contributed to society but also apply her previous experience as well as her appreciation of literature, technology, and education towards enriching the lives of individuals in her community.

This new journey began for Courtney as a volunteer with the Bentonville Public Library in 2009; she was eventually hired as a part-time clerk, moved up to Circulation Librarian, and promoted in 2016 to her current position as Senior Librarian. According to the BPL Director, "Courtney is a true leader who is always engaged in improving services to the public. Her leadership skills and partnership abilities are integral to key successes at Bentonville Public Library, including the Tech Loan Program, Materials Recovery Program, Tech Card project, and BPL at the Community Center (a mini-branch library installation)." Her career aspirations include managing/directing a large library system, serving on numerous committees and boards, as well as becoming immersed in local government.

As a testament to her dedication to the library field, she has been involved in multiple leadership capacities by presenting sessions at conferences, as a participant in the inaugural Arkansas Library Leadership Institute, and graduated from Leadership Benton County in 2015. Courtney currently serves as the Vice President of Board of Directors for the Literacy Council of Benton County.

Courtney intends to continue advocating the importance of literacy, supporting technological advancements in libraries, and offering lifelong learning opportunities to communities across the country.

Landi Brown received the first Shirley Fetherolf

School Library Media Specialist Scholarship. Landi is a kindergarten teacher with the Van Buren School District and is pursuing her Library Media Specialist degree from Arkansas Tech University. Landi's decision to pursue a master's degree in library media is based on professional and personal convictions.

Landi would like to take her passion for teaching reading, and more importantly, her conviction that ALL children are readers, and apply it building-wide as a school librarian. She wants to spark excitement about reading in kids of all grades. Watching her students discover there is a whole world of reading they didn't realize is worth every bit of training she has been through. Landi wants to see that same amazement in the eyes of all students and feels she can make it happen as a library media specialist.

Her second reason is a personal conviction from a ministry at her church. Working with the poverty stricken, Landi sees results of illiteracy every week: parents doing the best they can with the limited amount of education they have. She wants to equip her students to break that cycle and give families an opportunity to explore the world of books. She wants to provide extended services for her school families and collaborate with the public library.

Landi's motivation for pursuing a master's degree in library media is to show children and families that "We are Readers!"



Scholarships Chair Debbie Hall congratulates Courtney Fitzgerald, recipient of the Arkansas Library Association Annual Scholarship.

LIBRARY PROFILE

Pauline Whitaker Library

by Sarah Loch, Young Adult Librarian,
Springdale Public Library

Walk into the Information Commons on the Northwest Arkansas Community College campus in Bentonville and you'll see what seems to be a pretty standard computer lab setup. But you could also be greeted by a small glowing robot skittering across the floor. Look across the room and you might see a line of students waiting to use virtual reality equipment for games and educational simulations, or find groups using the large flat screens at one of the collaboration stations to share information or create projects.

As a community college, NWACC does not have on-campus housing, so all students commute to campus, leaving them with long stretches of time between classes. Leisure or recreation spaces are limited, with the Pauline Whitaker Library being one of the more popular places to spend time. "A great problem to have," says Gwen Dobbs, the director. Under her direction, the library has taken steps to better serve those students; rearranging the space and adding services and materials. Their efforts paid off in increased use, but space was still a limitation. "We often didn't have enough seats, and with the volume of students, for a library, it was a louder environment than we wanted," she says. In a reversal of the shushing librarian stereotype, the students were the ones complaining about the noise level in the library.

So when they were approached about a room that was being used as a general computer lab, the library staff set out in the fall of 2015 to plan a space that would meet the educational and entertainment needs of their students. "I first started hearing about Information Commons spaces in academic libraries back in the mid-2000's, and I've always been impressed by the idea," Dobbs says. She liked the idea of providing students with a place where they could receive more than one kind of academic support, in addition to giving them a place to relax and hang out on campus.

Library staff assumed management of the space that would become the Information Commons early in 2016 and started planning how to make it more useful and inviting for students if they could secure funding. "We tell a lot of stories in our staff meetings. New questions we get. Barriers to access that we see. I think what we saw was fascinating," Dobbs says. "Our students needed space to not only work individually, but in groups and collaboratively.



They utilized our resources heavily." Although the space was going to be more than just a computer lab, she wanted to make sure they didn't lose sight of the need to bridge the gap for students who might not be able to afford the latest technology.

Under the direction of Brittany Rodgers, Systems Librarian, the research and planning process began to reveal interesting data and ideas. The existing computer lab space had 70 computers available, but monitoring their use showed that no more than 30 were ever in use at one time. The staff decided to change over part of the space to include seating that was more conducive to collaboration, and entertainment items such as the virtual reality system for students who are stuck on campus between classes. They looked into different technology tools and space design ideas that would allow them to engage and support the students that they served. And they decided on mobile seating. "In every library I've ever worked in students move the furniture to meet their needs, so we thought we could at least make it easy on them," Dobbs says.

Once administrative support was secured, the library staff spent the summer of 2016 renovating the library and the space that has become the Information Commons. What was once a fairly generic computer lab down the hall from the main library space has been transformed to include individual and group seating -- many with built-in device charging available -- collaboration stations for group work, and a VR station; while still retaining standard computer stations for students who need to complete classwork, check email, or print.

Dobbs is very proud of the space and loves how busy it is, with student usage doubling and tripling. "I've worked in busy and not so busy libraries, and honestly, busy is my favorite," she says. "Maybe the best part is what the students say. They really seem to like it."

Bentonville Public Library Partners with Emergency Responders

by *Michelle Vargas, Library Specialist*
and *Hadi Dudley, Library Director*
Bentonville Public Library

Nobody likes to think about an emergency taking place...whether it is a health emergency or dangerous situation. But thanks to the local police and fire departments, the staff at Bentonville Public Library (BPL) is now more prepared in case of the unthinkable!

Avoid, Deny, Defend

In February, BPL staff participated in city-wide training on how to respond to an act of violence such as robbery, active shooter, or hostage situation. The Bentonville Police Department (BPD) taught the “Avoid, Deny, Defend” method. This training approach focuses on immediate action that should be taken by staff, and is great information to have for any emergency situation.

“Avoid” begins with a specific mentality and is important to practice every day, in every situation. Be aware of your surroundings, including taking notice of anything that is out of the ordinary. Have an exit plan. If an emergency arises, be ready to get away from the threat as quickly as possible. Do not underestimate threats if something seems wrong.

“Deny” focuses on the actions to take if getting away is difficult or impossible. Keep distance

between you and the threat. Create barriers to prevent or slow down a threat from getting to you. Turn the lights off. Remain out of sight and stay quiet, including silencing your phone.

“Defend” when you are faced directly with the threat. Be aggressive, get angry, and don’t fight fair! If your life is on the line, use whatever you have available to you to stop the threat! To learn more about the “Avoid, Deny, Defend” method, visit avoiddenydefend.org.

First Aid & CPR

In addition to the active shooter training, the Bentonville Fire Department (BFD) worked with many city departments, including the Library, to provide CPR and First Aid training this summer.

Staff learned how to perform High-Quality CPR on infants and adults, how to use an AED (Automatic External Defibrillator), and basic first aid. First Aid topics included choking, bleeding, broken bones, and more. While it was not required for library staff to attend, many personnel exhibited a natural interest and initiative to participate in the course.

Everyone who attended the session and demonstrated proper techniques, received certification in the American Heart Association’s “Heartsaver First Aid CPR AED” program. Refresher courses will be offered in two years for staff to be re-certified. To learn more about the



BPL Teen Services Librarian, Sarah Gowdy, learns CPR at the Bentonville Fire Department. *Photo by Hadi Dudley.*



Bentonville Police Department’s K9 Unit visited the library’s storytime during an event that celebrated local heroes. Left to Right: K9 Handler Patty Morgan, Maverick the Dog, and Corporal Guary Morgan. *Photo by Chris Schrier.*

Heartsaver program, visit heart.org and click “CPR & ECC.”

Our profession recognizes that libraries of all types work with many diverse people in various circumstances. As public spaces that are intended to be safe for everyone, it’s important to be prepared for uncommon situations. Both training sessions were filled with useful information to help BPL staff assist patrons in emergency situations.

Bentonville Public Library is not the only organization with safety awareness and crisis training in mind for libraries. At the 2016 Arkansas Library Association Annual Conference, a special pre-conference session entitled “Libraries as Safe Spaces: Violence Avoidance and Awareness” was attended by 25 library workers. Speakers David Bertelin from the Arkansas Emergency Management and Tina Murdock from UCA Torreyson Library offered insight into how libraries can better prepare for emergency situations.

Teamwork across City Departments

In addition to working with local experts to identify emergency training opportunities, BPL Director Hadi Dudley recommends building a positive relationship with police and fire departments in other capacities. Library policies and the facility itself should be reviewed by police and fire personnel to determine the best safety and emergency procedures.

It’s vitally important to have emergency responders visit your library on a regular business day to see the space, operations, and how the public use your facility. The Bentonville Police Department



A designated parking space at Bentonville Public Library assists the Bentonville Police Department in the practice of regular library patrols. *Graphic used with permission from the Bentonville Police Department.*

regularly “patrols” the library. BPL provides a reserved parking spot to make it convenient for officers to walk through the library; the reserved spot also allows for quick exit should they be called for an emergency. The Bentonville Fire Department offers fire extinguisher training annually for staff and regularly communicates safety precautions.

Bentonville Library also partners with local police and fire departments to offer public programs for patrons. The K9 Unit has visited storytime and police officers lead Life Skills Workshops for teenagers on “How *NOT* to Wreck your Car.” Firefighters bring public education opportunities to the library too. Designing activities during Fire Prevention Week can offer positive awareness campaigns for patrons.

Conclusion

Bentonville Public Library enjoys a supportive and proactive partnership with City of Bentonville emergency responders. It is a partnership that benefits the citizens that we *all* serve! Libraries working with local police and fire departments can make all the difference for your communities. The average response time to an emergency is three minutes once first responders have been notified. Working together, proactive planning and deciding NOW that you will take action may just save lives.

Michelle Vargas is a Library Specialist at Bentonville Public Library. This article was co-authored with Hadi Dudley, Director at BPL.



Photo submitted by Harding University.

Emerging Leader Report

by *Brittany Tavernaro*

2016 ALA Emerging Leader

This past year, I had the honor of representing the Arkansas Library Association (ArLA) as a 2016 Emerging Leader. The Emerging Leaders program is a leadership development program created by the American Library Association (ALA) in 2007 as part of an initiative by ALA Past President Leslie Burger. It was developed to enable newer librarians from across the country to participate in problem solving work groups, network, and get an inside look at the organizational structure of ALA.

Each year, approximately 50 people with less than five years of professional library experience are chosen and are split into groups of four to six people to work on various projects sponsored by divisions of the Association. Participants meet at the Midwinter Meeting early in the year to attend an orientation session, meet with their group members face-to-face, and begin the planning process of their assigned project. These projects culminate in a poster session presented at the Annual Conference in June of that same year.

I was lucky enough to be sponsored by the Arkansas Library Association, who generously awarded me with the funding to attend both Midwinter Meeting and Annual Conference in order to participate in the program. This enabled me to give my all to the program without worrying about the financial constraints of participating. ArLA currently provides the largest award of the organizations that sponsor individual participants. As part of this sponsorship, I presented the work that I completed as an Emerging Leader at the 2016 ArLA Annual Conference in Little Rock on November 14. The presentation may be accessed online at: tinyurl.com/futureyouthservices.

Because I am a children's librarian, I was very happy to be selected for the project proposed by the Association of Library Service to Children (ALSC) along with four other librarians serving youth. As a team, we represented a diverse range of geographic locations from Seattle and San Francisco to Cleveland and Bentonville, AR. My team was also made up of both school and public librarians, providing us with the opportunity to learn from both sides of youth librarianship.

Our diversity of viewpoints ended up being vital to the task at hand. In order to assist the ALSC

Board of Directors in creating their strategic plan for the organization for the years 2017-2020, we were tasked with developing an environmental scan that surveyed the landscape of youth services. This involved looking at trends, ideas, and influences impacting children's librarians working in the field and creating a report that examined these main trends and gave recommendations to ALSC on how the Association might better serve their members in responding to what is and will be important to their work.

In starting this project, my team and I were overwhelmed at both the short period of time we had to complete this project (about six months from start to finish) and at the wide scope of information we could potentially include in such a report. Because of the limited time frame, we knew that our findings would not be an exhaustive analysis. Instead, it was our goal to provide a broad overview of key areas of importance that would continue to impact librarians serving youth, in both public and school libraries.

After meeting initially in January, we decided to complete our work together through weekly meetings utilizing Google Hangouts. This proved vital to our success as a team as we were able to frequently touch base with one another about our research findings and have more in-depth discussions better suited to face-to-face interaction than email. We also decided at this first meeting that our first step in completing this project would be for each of us individually to go out and research as much as we could about trends and events impacting youth librarianship. This included reviewing literature in trade publications such as *School Library Journal*, perusing blogs and listservs where important issues are often discussed, and reviewing scholarly articles. We also looked into research done by the Center for the Future of Libraries, an ALA initiative that works to identify emerging trends relevant to libraries, as well as a previous environmental scan completed by the 2010 group of Emerging Leaders working with ALSC.

After collecting as much information as we could, we narrowed our focus to seven common trends that appeared often in our research and seemed to have continued relevance for the future: early literacy, technology, play, makerspaces/STEAM content, diversity, community engagement, and the transformation of the library's physical space.

Though this information was a great start, we

still wanted to hear from librarians in the field to see if these ideas reflected what they saw as important issues that would continue to be of relevance in the future. Because of this, our next step was to create a survey which asked for respondents to rank the significance of each of these seven ideas, their familiarity with the topics, and also asked if there were any other trends they saw that we had not addressed. This survey was sent out through various social media outlets and listservs. Ultimately, we had over 800 survey respondents, approximately 50% public librarians and 50% school librarians.

Taking the data gathered from the survey and our literature review, we decided upon four main areas of growth that would continue to expand and impact the field and profession: community engagement, diversity, early literacy, and technology. Each of these concepts is not necessarily brand-new to current dialogue within children's librarianship. However, our understanding of them continues to grow, expand, and ultimately transform the work of children's librarians.

Community engagement, or the idea of "sitting at the table, not behind the table" continues to challenge and change the way libraries are reaching out to their communities. Community engagement means becoming fully embedded within the community landscape by building relationships, increasing collaborative work with outside individuals and



Brittany Tavernero presenting at the ArLA 2016 Conference.

organizations, and putting the professional expertise of librarians out into the community by serving on local boards or committees. The way that librarians are looking at their role in the community continues to grow and transform, and demands new skill sets from current and future librarians.

The importance of diversity within children's librarianship will also continue to impact the work of current and future librarians. We live in an increasingly diverse and global society, with members of our communities that identify with different races, ethnicities, genders, religions, and socioeconomic statuses. Considering the ways in which we respond to our diverse communities is vital. In the context of children's librarianship, we examined diversity in multiple aspects. Responding to diversity means promoting diversity in the youth librarianship profession, increasing the cultural awareness and competence of library professionals who work with children, and growing the diversity of library collections and programming to children. The overall goal is to create an environment where all children will feel welcome and celebrated as part of the community.

In exploring how children's librarians' work with early literacy is transforming, we looked at the ways in which libraries are extending early literacy programming beyond storytime. This includes becoming partners with parents and early childhood educators through formal partnerships and targeted programming. Children's librarians are situating themselves as experts in early literacy and becoming more involved in preschool education. Resources and programming specifically geared toward educating and assisting parents continue to be developed and increasingly offered. Programming and services that support the healthy development of the whole child – those focused on early learning in content areas such as art and STEM as well as those which encourage play and creativity – are also increasingly prevalent offerings. These activities promote the traditional library mission of "lifelong learning." As librarians are further embedded into the conversation and dialogue surrounding early childhood education, library services regarding early literacy will continue to grow and transform.

Finally, our report examined how technology has transformed the role of children's librarians. While in the past children's librarians were expected to be experts on quality print materials primarily, now they are expected to curate and recommend media in all formats: books, magazines, ebooks, audiobooks, film, and television. New professional practices

such as media mentorship and software application advisory have emerged, transforming the view of children's librarians beyond books. Technology is constantly changing, and the ways we serve children are changing in response.

Our team's concluding report outlined these four trends in detail and offered ALSC specific recommendations on how the Association could respond to these changes. We also provided information to ALSC about trends in membership and issues that may prevent some librarians from joining the organization, such as high membership dues and the cost of professional development. Ultimately, our report was presented to the ALSC Board of Directors at Annual Conference in June. We also participated in the Emerging Leaders Poster session, where we were able to showcase our work and also see the work that the other Emerging Leaders groups had completed.

My time as an ALA Emerging Leader was a very rewarding one. Working with a group of highly motivated children's librarians was inspiring and allowed me the chance to create friendships with colleagues from across the country. It also helped jumpstart my involvement in ALA and ALSC, and I am currently serving on my first committee appointment as part of the ALSC Membership Committee. I am very thankful for the opportunity to attend both Midwinter and Annual Conference, thanks to ArLA's sponsorship, and for the opportunity to be part of the 2016 Emerging Leaders cohort.

Recommended Reading

ArLA Conference Presentation slides: tinyurl.com/futureyouthservices

2016 Emerging Leaders Environmental Scan: www.kidlibtrends.info

Center for the Future of Libraries: <http://www.ala.org/transforminglibraries/future>

Association of Library Service to Children (ALSC): <http://www.ala.org/alsc/>



Photo submitted by Harding University.

Arkansas Books & Authors

Compiled by Bob Razer

Butler Center for Arkansas Studies

***Southern Fried: Going Whole Hog in a State of Wonder.* Rex Nelson.**

Nelson collects some of his *Arkansas Democrat-Gazette* newspaper columns and offers them anew in a book format. In doing so he gives us a most entertaining look at some of the interesting, and often out of the mainstream, aspects of Arkansas life. The book's "southern fried" title comes from a blog he also writes. While that title would seem to indicate the book is about food, the tasty offerings featured in these pages go far beyond that topic.

A Little Rock resident for many years, Nelson is really a small town boy living in the big city. No matter his place of residence now, his years growing up in Arkadelphia are never far from his heart. He has been, after all, the radio voice of the Ouachita Tigers football team for over thirty years now. He has served on a governor's staff, had forays into journalism, been involved in developing public policy, has often appeared as a political analyst during election season, and currently does corporate communications for Simmons, as well as being an unofficial guru of Arkansas eats and eateries. Though now he may be "official" since he is a member of the group selecting entries for the new Arkansas Food Hall of Fame under the auspices of the Department of Arkansas Heritage.

All that describes a well-rounded fellow, a little more round perhaps after his all-day barbeque run through eastern Arkansas: 400 miles, 10 stops for pig meat and sauce. Some would call that endeavor foolish others would term it dedication to pulled pork. After all, Nelson had companions on that road trip so he was not alone in regard to gastronomical pursuits.

These short essays touch on many topics. Nelson writes about interesting places, interesting people, sports, particularly hunting when it's nice to bring home some meat but that's not really a requirement for an enjoyable hunt, his family, and of course, food: tamales, crappie, fried chicken, in addition to barbeque. Nelson is democratic where Arkansas food is concerned if not in his politics. In his own way, Nelson is really a local historian trying to record things for posterity that might be overlooked. His writing has humor, a real feel for a place and a time, an occasional touch of sadness, and always a great appreciation for living in Arkansas; all the while

managing to be educational along the way.

So educational, in fact, this book could serve as an entry point for a study of the Arkansas culture beyond the usual accounts. Any of these essays offer a topic for a more detailed examination of something very Arkansawyerish whether it is a duck hunt, a small college football game, the declining populations of delta towns, or a mess of fried catfish. This book is an enjoyable read from first page to last and one of those books the reader hates to see end.

Exploring the Big Woods: A Guide to the Last Great Forest of the Arkansas Delta. Matthew D. Moran.

This book by Hendrix professor Matt Moran is really several books in one. In the first part of the work, Moran the biologist provides a readable science book telling about the plants and animals found in the woods and swamps where ivory-billed-woodpeckers live (or not). Next, he provides a guidebook for intrepid canoeists who want to explore the terrain for themselves, complete with maps, distance and time required for traveling pieces of the trip as well as the difficulty factor for that stretch of paddling. A final section outlines some sites nearby worth exploring. The entire book reads as a travelogue particularly for those who do their traveling and exploring from the comforts of home. The book is full of high quality color photographs. Mention should also be made of the several helpful appendices Moran supplies where he lists housing and cafes available at nearby towns and useful internet sites. Librarians should be appreciative of the bibliography too.

Competing Memories: The Legacy of Arkansas's Civil War. Mark Christ, editor.

The final event of the Civil War Sesquicentennial is publication of this book, the talks given at the last seminar sponsored by the Arkansas Civil War Sesquicentennial Commission. The event drew an all-star cast of Arkansas historians who examined some familiar aftermaths of the war and the effects they had on the state's future and on the Arkansas people in the post-war years and beyond. Some new areas impacted by the war are explored as well.

Mark Christ opens with an overview of what the Sesquicentennial Commission's goals were and what they hoped to achieve during the four years of activities. As has been noted here and elsewhere, Arkansas had perhaps the most activity of any state during the four years of commemoration.

Jeannie Wayne reviews the impact the war had

on Arkansas's economy. An impact that was still being felt one hundred years after the war's end and it can be argued continues to influence Arkansas economics today.

Tom DeBlack follows a new path in talking about generals' lives after the war for some generals who played a part in the conflict in our state. Cherisse Jones-Branch provides a look at the newly freed African Americans in the aftermath of the war and during the Reconstruction years in her talk "How Free Is Free?" A newer Arkansas historian, Kelly Houston Jones, examines women's situation after the war.

Two topics new to a discussion of the conflict in Arkansas were Mary Jane Warde's talk about the impact the war had on the people in Indian Territory, and a most unusual presentation by Elliott West who talked about the war's influence on events well west of Arkansas. Events in the mountain plains and on the west coast are rarely mentioned in narratives about the Civil War in the United States being fought far to the east. Carl Moneyhon's talk on conflicting memories of the war, not only in the years that followed in the 19th century but today as well, provides the conclusion not only to this book but also serves as the final word on the sesquicentennial.

A lot of events were held and many articles and books written related to the Civil War during the years of the sesquicentennial but this book will be one of the lasting contributions still important years from now for it shows the lasting effects the war had on groups of people and on the state itself. This book will help explain why the Civil War and its aftermath is a factor in events in Arkansas today and tomorrow. You can't understand southern history or Arkansas history without studying the Civil War.

**Answers to Women in United States
Government History (see article on pg. 12)**

- | | |
|-------|-------|
| 1) C | 11) B |
| 2) H | 12) E |
| 3) N | 13) Q |
| 4) L | 14) F |
| 5) J | 15) S |
| 6) A | 16) D |
| 7) R | 17) K |
| 8) T | 18) P |
| 9) G | 19) M |
| 10) O | 20) I |

Website: USA.gov

Search strategy: "first woman"

Arkansas Books & Authors Bibliography

Compiled by Bob Razer, Butler Center for Arkansas Studies

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***Arkansas author**

Inclusion does not indicate recommendation.

AROUND ARKANSAS

by Heather Hays, Associate Editor

Our copy editor is retiring! Dr. Brent Nelson (BA, 1965, MA 1967, PhD 1973, and MSLS 1979) has been a librarian with the University of Arkansas system for just shy of 40 years. After completing his library degree from the University of Kentucky in 1979, he became the librarian for the Univ. of AR Technology Campus in Little Rock. When it was merged with UALR in 1986, he joined the Reference Department at Ottenheimer Library where he remained as a dedicated member until December 31, 2016. Over the past decade, he served at the Copy Editor for *Arkansas Libraries*. As he said, it was “A modest behind the scenes role, but somebody had to do it.” Originally from Ohio, Brent plans to spend his retirement here in Arkansas. Thanks for your years of service to ArLA and *Arkansas Libraries*!

Independence County Library is growing! ICL recently signed a lease and will begin renovations on a historic Main Street building. ICL will be moving from a 5,000 square foot building to more than 21,000 square feet. Renovations on the historic building will be done by the Polk Stanley Wilcox architectural firm from Little Rock. The firm’s designs have been recognized by ALA, most recently winning for their design of the Hillary Clinton

Children’s Library.

Independence County Library (ICL) in Batesville is now an independent library. The Independence County Library Board hired Vanessa Adams as Director in April. Before taking the director’s position, Adams was a Ph.D. student at the University of Missouri. Prior to attending the university, Vanessa served as a librarian at ICL.

Ila Lacy, former director of the Jackson County Library, passed away December 6 at the age of 91. Ila served as director for over 20 years, from 1984-2007. Please join us in remembering an outstanding individual; a true professional who was generous with her time, her talents, and her wit.

A millage increase vote failed in Little River County for the Tri-County Regional Library System.
For: 1,998
Against: 3,098

A reminder to Arkansas librarians: please submit news items to me for the next *Arkansas Libraries* issue! Births, deaths, new hires, retirements, funding, new buildings, and news that affects Arkansas libraries would be perfect fits for this column. Just jot me an email at hhays@bentonville.com, and you’ll most likely see it published in our journal.



Winter scene at Brackett Library, Harding University.

Early morning, Bailey Library Plaza, Hendrix College

*by Eric Binnie, Professor of Theatre Arts, Emeritus, Hendrix College and
Associate of the Library Association of Great Britain*

Red-brick pathways snake around grey slabs mottled by wear and weather
amid the softly greying furniture of weathered teak
inviting browsing students to reflect and rest,
before the great protective doors guarding the waiting stacks.

At opening, no teenagers linger before another day of study,
but several codgers do, keen on reading first the news
(it's a public access library, reading privileges for all,
newspaper access free). But who'll be first?

While retirees lean forward, waiting the sound of locks unclenching,
they strategize their rush through doors, how that will
fit old habits of good manners: 'After you!'
'No. After you!' Far back, the silent hawk just waits.

Perched on a roof, it pin-points movement on the lush campus,
ready to swoop and victimize some tiny life.
Still, old readers focus merely on the doors,
oblivious of pending death behind them.

Whose lust is greater: readers to rush in for newsprint at the desk,
or red-tailed hawk outside, sinking sudden claws
on fluttering life in airborne finale; its
vice-like grip breaking the life it holds?

The instant library doors break open, the rush begins
to see who'll first approach the journals desk,
wondering if the librarian, mindful, fairly, of yesterday,
will hand the papers to one, before the other.

Later, when under-grads crowd the sunny plaza, or spread
their blankets on lawns for picnic study-breaks
will they check the blood-stains shining
in the grass; wonder what tiny life has passed?

Do they think of those oldsters of the morning, had they any thoughts
for their generation; students with different sleep-cycles?
Did those ancient guys, without iPhones, find
the news they fiercely sought just half a day before?

And still the waiting hawk, returned to its familiar perch,
surveys the rest of us, oblivious below,
preoccupied with tedious habits and simple tasks,
among the vital hoard of mighty artefacts.

ArLA Conference Photos



Brittany Tavernaro's Emerging Leader Cohort. From left to right: Meredith Steiner, Joanna Schofield, Alpha Delap, Megan Bright, and Brittany Tavernaro. *Photo by Dan Bostrom.*



The joyful Rebecka Virden was a winner at the ArLA Basket Auction during the 2016 Conference. She will be chair the 2017 ArLA Conference Committee.



Meanwhile, Lynn Valettuti won the wine basket donated by Hendrix College at the ArLA Basket Auction.

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